

# An Empirical study of Labour Welfare Schemes and Its Impact on Job Satisfaction

Dr. Deepak S. Sharma

Asst. Professor

Department of Management,

G. H. Raisoni Institute of Business Management, Jalgaon (India)

## Abstract

The point of this exploration is to look at the effect of labour welfare measures on work fulfilment. This investigation will help the administration to realize that Labour welfare measures assume a huge part in affecting the level of occupation fulfilment of representatives. So it is some sort of speculation for the achievement and the advance of the association. For this examination, the exploration configuration picked is expressive in nature and the testing strategy picked is helpful inspecting. The universe of the examination incorporates Small Scale Industries (SSIs) inside the Nagpur. An example of 153 respondents was gathered from the universe. The gathered information in the wake of being coded were dissected utilizing Statistical Package for Social sciences Research (SPSS) and different measurable tests were connected in view of speculations and coordinating factors. Results showed that there is a huge effect of work welfare measures on work fulfilment.

**Keywords :** Statutory measures, non-statutory measures, job satisfaction, employee efficiency etc.

## INTRODUCTION

In the present quick changing workplace the Human Resource is considered as the most vital resource for each association. Despite innovative headway, the part of human asset can't be under evaluated as accomplishment of any association or workplace specifically relies upon proficient utilization of HR. Keeping up the nature of such human data sources ascends from appropriate association and organization of welfare offices can assume an essential part in advancing better working conditions and expectations for everyday comforts for mechanical labourers, and furthermore expanding their profitability. The idea of work welfare is essentially unique and has been deciphered in various courses from nation to nation and every once in a while and even in a similar nation, as per social establishments, level of industrialization and general level of social and monetary improvement. Welfare incorporates arrangement of different offices and comforts in and around the work-put for the better existence of the employees. Labour Welfare incorporates under it "Such administrations, offices and enhancements as adequate canteens, rest and recreational offices, clean and restorative offices, courses of action for the travel to and from and for the convenience of specialists utilized at a separation from their homes, and such other administrations, luxuries and social offices including safety efforts as adding to conditions under which labourers are utilized" Welfare exercises impact the assessments of the specialists. When workers feel that the businesses and the state are occupied with their bliss, his inclination to grouse and protest will consistently disappear. Organizations give welfare offices to their workers to keep their inspiration levels high. The employee welfare plans can be characterized into two classifications viz., statutory and non-statutory welfare plans. The statutory plans are those plans that are mandatory to give by an organization as consistence to the laws administering representative wellbeing and security. These include: canteen facilities, drinking water, appropriate and adequate lighting, offices for sitting, changing rooms, first aid appliances, toilets and urinals, washing places, spittoons, rest rooms. Non statutory welfare schemes may include: individual social insurance, flexi-time, representative help programs, badgering approach, employee referral plot, medi-guarantee protection conspire. The non statutory plans contrast from association to organization and from industry to industry. Welfare measures advance the proficiency of representative. The different welfare measures gave by the employer will have quick effect on the wellbeing, physical and mental effectiveness sharpness, morale and general proficiency of the labourer and in this manner adding to the higher efficiency. The International Labour Organization (ILO) report alludes to work welfare as, "Such administrations, offices and luxuries as may be set up in or in the region of endeavours to empower the people utilized in them to perform their work in sound, suitable environment and furnished with comforts helpful for good health and high resolve."

The Encyclopaedia of Social Sciences has characterized work welfare fill in as, "The intentional endeavours of the employers to build up, inside the current mechanical framework, working and now and again living and cultural conditions of the representatives past what is required by law, the custom of the nation and the conditions of the market."

## REVIEW OF LITERATURE

Different examinations have investigated the work welfare offices gave by associations and determined its effect on representative inspiration, work fulfilment and worker proficiency.

Khan (1981) proclaims that the part of the labourer is the reflection of the success of a nation. In the event that industrial worker is wiped out, the modern unit will be wiped out. To disregard the work class is to disregard productivity because at last nation's welfare lies in their welfare. In India, work welfare measures progress toward becoming all the more vital in light of the reasons like low level of wages, sporadic working hours, powerlessness of trade association to attempt welfare work, to develop a steady work drive, to make a conferred labour force, for making a honest to goodness welfare state, to make great mental emotions and to make good moral propensities.

Souza (2009) clarified work welfare and occupation fulfilment relationship in pharmaceutical companies and multinational pharmaceutical organizations that all the eight work welfare measurements (instruction/preparing, amusement, restorative, financed advance, bottle, lodging,

security and others) are decidedly and significantly corresponded with work fulfilment at the 0.01 level. This suggests an expansion in any of the labour welfare measurements is probably going to altogether build work fulfilment of representatives in the pharmaceutical organizations in Goa. Laddha (2012) pushed that representative welfare offices empower labourers to carry on with a wealthier and more satisfactory life. After workers have been contracted, prepared and compensated they should be retained and kept up to serve the association better. Welfare offices are intended to deal with the prosperity of the workers, they don't by and large outcome in any monetary advantages to the representatives nor are these offices gave by bosses alone, government and nongovernmental offices and trade unions too contribute towards worker's benefits. Sailesh (2012), in his exploration found that worker welfare measures increment the profitability of organization and advance sound modern relations there by keeping up mechanical peace. Organizations give welfare offices to their representatives to keep their inspiration levels high. Business houses give numerous such statutory and non-statutory things arrangements to keep up attractive level of their worker. When they show signs of improvement flask offices, great water to drink, clean restrooms, clean and hygiene wash rooms and washrooms, general restorative registration, medical coverage's, Employee help program, grievance taking care of office, better offices to sit or great work put gives worker an abnormal state of palatable level. This gives an association to develop substantially quicker.

Jegadeesan (2009) concentrated on the significance of change of work welfare for expanding profitability of the association. After Globalization as the working state of representatives have been ceaselessly changing because of different components, the association are wanting to execute different welfare and government managed savings program to limited the social, physical, mental issues and relieve the hazard experienced by the worker in their work and social life. Welfare rouse representatives as well as impact the notions of specialists when a worker feel that the administration are keen on their well being and joy, his inclination to protest will step by step vanish. In this way Welfare exercises build up the physical make-up, profound quality, knowledge and the way of life of the labourer and hence it enhances the effectiveness and productivity. Singh (2008) watched that there is a positive connection between the welfare measures and labour profitability i.e. on the off chance that the best possible welfare measures are taken the profitability of the representatives will increment and at last the benefit of the association and also it improves the resolve and inspiration of the workers which gives a positive effect on the effectiveness level of the organization. According to Khademi (2014), Organizational welfare positively affects hierarchical execution including bliss, security, inspiration and occupation fulfilment.

## OBJECTIVES

Current research work has been taken up with the accompanying targets;

- To examine the diverse work welfare measures started by Small Scale Industries to spur the representatives drew in with SSIs in Nagpur
- To dissect the work welfare measures of Small Scale Industries (SSIs) and its association with work fulfillment of specialists related with the SSIs in Nagpur.

## HYPOTHESES:

H0: The different welfare measures (statutory and non-statutory) have no significant effect on employee's activity fulfilment.

H1: The different welfare measures (statutory and non-statutory) have critical effect on representative's activity fulfilment.

## RESEARCH METHODOLOGY

Present study into is a spellbinding report in light of essential and additionally auxiliary information. To accomplish the stated objective, and demonstrate the speculation, a study of 153 workers were helpfully selected from different Small Scale Industries (SSIs) in Nagpur. The optional information were gathered through various books, magazines, examine diaries and other applicable scholarly and different sources. Primary information was gathered from different respondents of different Small Scale Industries situated in Nagpur utilizing review technique. An organized survey was planned covering different parts of labour welfare measures and representative recognition towards its results. The polls involved of two segments. The primary area which centers around the statistic information of the subjects incorporates age, gender instructive capability, residency, salary level and is estimated on an ostensible scale. The second segment contains questions in light of statutory and non-statutory measures, their result and their impact on work fulfillment of representatives. One hundred ninety surveys were flowed to representatives of different Small Scale Industries situated in Nagpur. 165 filled polls were returned. After altering 153 surveys were discovered reasonable and were taken for the examination. After gathering of information it was altered, coded, nourished into SPSS programming. Information was handled utilizing SPSS 20 programming and afterward deliberately masterminded, classified and fitting examination was done. A portion of the measurable systems and apparatuses like mean, standard deviation, relapse investigation and ANOVA test was completed to check the importance of relationship among the factors under thought. Table 1 shows the statistic qualities of therespondents.

**Table 1: Demographic Characteristics of Respondents**

Particulars	Categories	Frequency	%age
Age	20 -30 years	48	32
	30-40 years	71	46.4
	40- 50 years	12	7.8
	50-60 years	9	5.9
	60 years and above	12	7.8
Gender	Male	85	55.6
	Female	68	44.4

Marital Status	Married	96	62.7
	Unmarried	57	37.3
Educational Qualification	SSC and Below	13	8.5
	Under Graduate	27	17.6
	Graduate	478	30.7
	Post Graduate	55	35.9
	Professional Qualification	7	4.6
	Other Qualification	4	2.6
Income	Below 15000 pm	25	16.3
	Rs. 15000 to 25000	48	31.4
	Rs.25000 to 35000	36	23.5
	Rs. 35000 to 45000	16	10.5
	Rs. 45000 to 55000	18	11.8
	Rs. 60000 and above	10	6.5
Perid of Association	0-1 years	38	24.8
	1-5 years	43	28.1
	5-10 years	40	26.1
	10-15 years	28	18.3

Source: Field Survey

The examination displayed in the table 1 uncovers that example is ruled by the youthful respondents ranging in the age gathering of 30-40 years as it contributes 46.4 % in the example. Larger part of the respondent are male and wedded. The example is made out of instructed individual winning month to month income of Rs 15000 to Rs.35000 every month. The vast majority of the respondents are post-graduates. It has been discovered that majority of the workers are related with the association from 1-5 years. Concentrate additionally uncovers that there are not very many representatives who are related with their present association for over 15 years.

**Table 2. Awareness of Welfare Facilities Provided by Organisation**

	Frequency	%	Valid %	Cumulative %
Yes	147	96.1	96.1	96.1
No	6	3.9	3.9	100
<b>Total</b>	<b>153</b>	<b>100</b>	<b>100</b>	

Source: Field Survey

The data displayed in the above table shows the respondent's mindfulness towards different welfare offices gave to them from the association. It is watched that the majority of the respondents (96.1% ) know about the welfare offices gave by the association. Not very many respondents (3.9%)indicated that they don't know with the diverse welfare measures and offices gave by organization.

**Table 3. Organization Getting Feedback from Employees Towards Welfare Measures**

	Frequency	%	Valid %	Cumulative %
Often	32	20.9	20.9	20.9
Occasionally	115	75.2	75.2	96.1
Never	6	3.9	3.9	100
<b>Total</b>	<b>153</b>	<b>100</b>	<b>100</b>	

Source: Field Survey

The information presented in the table 3 indicates the frequency of getting the feedback about labourwelfare measure from the employee working with SSIs in Nagpur. It is seen from the table 3 thatmaximum employees (75.2%) are of the opinion that organization gets feedback from employees,occasionally towards welfare measures. In comparison to this, 20.9% respondent are of the opinionthat organization often gets feedback from employees towards welfare measures. It is significant tonote that 3.9 % respondent are of the opinion that organization never gets feedback fromemployees towards welfare measures.

**Table 4. Method of Determining Employee Welfare Requirement**

	Frequency	%	Valid %	Cumulative %
Through Observation	29	19	19	19
Suggestion	9	5.9	5.9	24.8
Performance	81	52.9	52.9	77.8
Interviews	34	22.2	22.2	100
<b>Total</b>	<b>153</b>	<b>100</b>	<b>100</b>	

Source: Field Survey

The information presented in the table 4 indicates the method of determining employee welfare requirement that management uses for getting the feedback about the labour welfare schemes and its effectiveness in generating the employees' job satisfaction. Study revealed that 52.9 % employees are of the opinion that organization monitor labour welfare schemes and their effectiveness through employee performance standard. In comparison to these 22.2 % employees feels that organization determines labour welfare measure by interviewing the employees. Little less than one fifth (19%) employees revealed that organization determines labour welfare through observation and only 5.9% employees are of the opinion that organization determines labour welfare measure on the basis of suggestions received from the employees associated with them.

**Table 5. Welfare Measure and its Perceived Impact on Employees Motivation and Productivity**

	Frequency	%	Valid %	Cumulative %
To a great Extent	3	2	2	2
a considerable extent	47	30.7	30.7	32.7
Some Extent	69	45.1	45.1	77.8
a Little extent	34	22.2	22.2	100
<b>Total</b>	<b>153</b>	<b>100</b>	<b>100</b>	

Source: Field Survey

Worker's productivity is a crucial factor for the development of the business organizations. Employee motivation and productivity may be enhanced with the help of labour welfare measures if implemented sincerely. Thus, an attempt was made to know the extent to which welfare facilities implementation increase motivation and productivity. Study revealed that 45.1 % employees are of the opinion that welfare facilities implementation increase motivation and productivity to some extent. 30.7 % employees feels that welfare facilities implementation increase motivation and productivity to a considerable extent. 22.2 % indicated to a little extent and only 2 % employees are of the opinion that welfare facilities implementation increase motivation and productivity to a great extent.

#### MEAN, STANDARD DEVIATION AND RELIABILITY OF LABOUR WELFARE MEASURES (STATUTORY AND NON STATUTORY)

A descriptive statistics was carried out to know the relative importance of statutory welfare measure and non-statutory measure for motivating the employees and enhancing their job satisfaction. The above table shows the mean, standard deviation and reliability of the various statutory and non-statutory welfare measures. Non statutory welfare measures include Housing/quarters facilities, transportation facilities, educational facilities, employees Co-operative Credit Societies facilities, medical facilities, maternity benefits, recreational facilities, social insurance facilities (gratuity, PF etc.), benevolent fund facilities. Statutory welfare measures include Canteen facilities, creche facilities, insurance coverage against accidents on work place, clean urinals, clean and safe drinking water, availability of dustbin at workplace, first aid facilities, measures to prevent the accident, hygienic and subsidized food at canteen, shelter & rest room facilities, proper ventilation & lighting facilities. Reliability statistics was calculated of each statutory and non-statutory welfare measure and found to be .724 and .652 respectively. Further it is observed that statutory welfare measure has scored higher mean of 3.37 as compared to mean of non-statutory welfare measure of 3.12 that indicates that statutory welfare are more effective in generating employee job satisfaction and their motivation towards work.

**Table 6: Employee Perception Towards Output of Labour Welfare Measures**

	N	Mean	SD
Create efficiency towards work	153	4.35	0.845
Improves physical & Mental Health	153	3.6471	0.67347
Improve Moral	153	2.4248	1.31135
Increase commitment towards work	153	3.9869	1.06984
Increase my work motivation	153	4.2288	0.93539
Increase loyalty towards the work	153	3.8431	1.17046
Increase the standards of living	153	3.9542	1.37334
Valid N (List wise)	153		

Source: Field Survey

An attempt was made to know the impact of labour welfare schemes on the different aspect of employee's performances and motivations. Outcome constructs includes: Creates efficiency towards work, Improves physical & mental health, Improves morale, Increases Commitments towards work, Increases my work motivation, Increases loyalty towards the work and Increases the standard of living. Descriptive statistics (Mean and SD) of each outcome was calculated using SPSS software. The information presented in the table 7 shows the mean of output of labour welfare measures. It is found that highest mean (4.35) is scored by first factor which states that labour welfare measures create efficiency towards work. It was followed by the variable like Increases my work motivation (mean=4.2288) and Increases Commitment towards work (mean=3.9869) higher standard deviation of the variable like Increases the standard of living (S.D=1.37334) indicates that respondents view on this is heterogeneous.

#### INFLUENCE OF OVERALL WELFARE MEASURES ON EMPLOYEE JOB SATISFACTION

In any organisation, worker welfare measures are initiated by the organisation with the intention to increase their job satisfaction, enhance their motivation and commitment toward organisation. The information presented that 65.4 % employees are of the opinion that there is an influence of overall welfare measures on employee job satisfaction to a considerable extent. 20.9 % employees are of the opinion that there is an influence of overall welfare measures on employee job satisfaction to a great extent. 13.1 % employees are of the opinion that there is an influence of overall welfare measures on employee job satisfaction to some extent. 7 % employees are of the opinion that there is an influence of overall welfare measures on employee job satisfaction to a little extent. Thus from the study, it is clear that majority of respondents are of the opinion that there is an influence of overall welfare measures on employee job satisfaction to a considerable extent.

**REGRESSION ANALYSIS**

Regression analysis was carried out to impact of labour welfare measure in generating the job satisfaction of the employees. In this study the simple linear regression analyses was used to assess the combine impact of welfare measure (ST and NST) on the job satisfaction of the employees

**Table 7. Model Summary**

Model	R	R square	Adjusted R Square	Std. Error of the estimate
1	.888a	0.789	0.786	0.27916

a. Predictors: (Constant), non-statutory, statutory

The information presented in table 7 shows the R, R-Squared, Adjusted R Square and StdError.Rdenotes the correlation between observed and predicted values of the dependent variable. The value of R ranges from -1 and 1. Small values indicate that the model does not fit the data well. In this case, R= .888. The above table shows the model summary and overall fit statistics. We find that the adjusted R<sup>2</sup> of our model is 0.786 with the R<sup>2</sup> = .789 that means that the linear regression explains 78.9 % of the variance in the data.

**Table 8. ANOVA**

Model	Sum of Square	df	Mean Square	F	Sig
Regression	43.657	2	21.828	280.092	.000b
Residual	11.69	150	0.078		
<b>Total</b>	<b>55.346</b>	<b>152</b>			

a. Dependent Variable: job satisfaction

b. Predictors: (Constant), non-statutory, statutory

The above table 8 shows the F-test .The F-test statistic is the regression mean square divided by the residual mean square. The linear regression's F-test has the null hypothesis that there is no linear relationship between the two variables With F = 280.092 and 152 degrees of freedom the test is highly significant, thus we can assume that there is a linear relationship between the variables in our model.

**Table 9. Regression Coefficients Unstandardized Standardized**

Model	Unstandardised Coefficients		Standardised Coefficients		Sig
	B	Std. Error	Beta	t	
1. (Constant)	1.346	0.157		8.555	0.000
Statutory	0.862	0.037	0.885	23.361	0.000
Non Statutory	0.023	0.036	0.025	0.649	0.517

a. Dependent Variable: job satisfaction

According to the Table 11 regression equation of job satisfaction is:

Job satisfaction= 1.346+.862(statutory welfare measures) +0.23 (Non statutory welfare measures)

**CONCLUSIONS AND SUGGESTIONS**

With the appearance of modern upset in India, the relocation of rustic populace to the urban centres and the mechanical belts caused financial issues for a great many people having been uprooted from the country moorings. The mechanical labourers required welfare administrations to be given to them in their environment, to empower them to adjust to the quick evolving economic environments. Representative welfare measures are started to fortify labour both physically and mentally. The investigation of different welfare measures brings into light that the present measures taken by the Small Scale Industries. The change in working condition and fundamental conveniences that go under statutory welfare means, for example, Canteen offices, creche offices, protection scope against mishaps on work put, clean urinals, perfect and safe drinking water, accessibility of dustbin at work environment, medical aid offices, measures to keep the mischance, sterile and financed nourishment at container, shelter & rest room offices, legitimate ventilation and lighting offices are more viable in building the confidence and increment the activity fulfilment of the workers. Along these lines, to enhance the level of the activity fulfilment of representatives, scientist recommends that association should frequently get input from representatives, towards welfare measures as representative welfare offices empower labourers to carry on a wealthier and more agreeable life, increment the profitability of association and advance solid mechanical relations.

**References**

- ILO, Report of Study Team on Labour Welfare, p. 19
- Jegadeesan, G. (2009). Workforce Welfare. The ICFAI University Press, pp.61
- Khademi, T. (2014). Examining the effect of welfare services on organizational commitment of staff at education department in Meymeh? Reef Resources Assessment and Management Technical Paper, Vol. 40, No.1, pp. 1607-7393.
- Khan, M.A. (1981). Labour Welfare Work in Indian Railways. Department of Economics, University of Gorakhpur.
- Kumar, R. (2008). Journal Welfare measures and its impacts on manpower productivity. pp. 42

- Laddha, R.L. (2012). A Study of Industrial Relations-Issue Today and Tomorrow-A case study of chnadra beverages Ltd, Solapur, India, Review of Research, Vol.1, Issue. VI/March; 12. pp.1-4
- Research in IT and Management (IJRIM), Vol. 2 (9) pp. 36-40.
- Souza, CAMD 2009, Labour welfare and job satisfaction: A comparative study of Indian pharmaceutical companies and multinational pharmaceutical companies in Goa. Department of Economics, Goa University, Goa. Accessed on 10th October 2014, <<http://shodhganga.inflibnet.ac.in/handle/10603/12615?mode=full>>

